

WXII-TV
EEO PUBLIC FILE REPORT
July 31, 2015 - July 31, 2016

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Senior Account Executive Open Date: 9/15/2014 Hire Date: 12/29/2015	1-2, 4-13, 17-18, 21, 23, 26-27, 29-30, 32-33	4
News Reporter Open Date: 4/16/2015 Hire Date: 8/3/2015	1-2, 4-5, 7-8, 10-13, 17-18, 20-23, 25- 26, 28-30, 32-34	22
Executive Producer Open Date: 7/13/2015 Hire Date: 9/8/2015	1-2, 4-8, 10-13, 17-18, 20-21, 23, 25- 26, 28-30, 32-34	6
Newscast Producer Open Date: 8/25/2015 Hire Date: 12/21/2015	1-8, 10-15, 17-18, 20-21, 23, 25, 28-30, 32-34	4
News Reporter Open Date: 8/25/2015 Hire Date: 12/3/2015	1-8, 10-14, 17-18, 20-21, 23, 25, 28-30, 32-34	6
Account Executive Open Date: 9/9/2015 Hire Date: 12/30/2015	2, 4-5, 7-8, 10-17, 20-21, 23, 25, 28-30, 32-34	16
Photographer/Editor Open Date: 10/12/2015 Hire Date: 11/9/2015	1-2, 4-5, 7-8, 10-14, 17-18, 20-21, 23- 25, 28-30, 32-34	24
Sports Anchor/Photographer Open Date: 12/3/2015 Hire Date: 12/28/2015	1-2, 4-8, 10-14, 17-18, 20-21, 23, 25, 28-30, 32-34	6
Account Executive Open Date: 1/12/2016 Hire Date: 5/23/2016	1-5, 7-14, 16-18, 20-23, 25, 28-30, 32- 34	16
Production Assistant Open Date: 1/12/2016 Hire Date: 4/27/2016	1-8, 10-14, 17-18, 20-21, 23, 25, 28-30, 32-34	6
Reporter Open Date: 1/15/2016 Hire Date: 4/18/2016	1-2, 4-5, 7-8, 10-14, 17-18, 20-21, 23, 25, 28-30, 32-34	4
Creative Services Director Open Date: 2/16/2016 Hire Date: 4/8/2016	1-8, 10-14, 17-18, 20-21, 23, 25, 28-30, 32-34	6
Production Assistant Open Date: 3/11/2016 Hire Date: 4/27/2016	2, 4, 7, 10-12, 14-16, 20-21, 23, 28-29, 32-34	4
Local Sales Manager Open Date: 3/30/2016 Hire Date: 5/2/2016	2, 4-8, 10-14, 17-18, 20-21, 23, 25, 28- 30, 32-34	6

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News Producer Open Date: 4/13/2016 Hire Date: 6/1/2016	1-2, 4-8, 10-18, 20-21, 23, 25, 28-34	6
Producer Open Date: 4/29/2016 Hire Date: 6/27/2016	1-2, 4-8, 10-14, 16-18, 20-23, 25, 28-34	22
News Producer Open Date: 6/2/2016 Hire Date: 6/28/2016	1-8, 10-14, 17-21, 23, 25, 28-34	6

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	AAJA 5th 3rd Street Suite 1108 San Francisco, California 94103 Phone : 415-346-2051 Career Services Manual Posting	N	0
2	Appalachian State University John E. Thomas Hall, Room 369 Boone, North Carolina 28608 Phone : (828) 262-2180 Carl Tyre Manual Posting	N	0
3	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : kwitkoe@bates.ctc.edu Ken Witkoe	N	0
4	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Url : http://careers.hearsttelevision.com/ Email : htv.careers@hearst.com Career Services	N	13
5	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 8132549695 Url : www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
6	Current Employee	N	15
7	Elon University 100 Campus Drive Elon, North Carolina 27244 Phone : 336-278-2000 Arli Eicher Manual Posting	N	0

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8	Emma L Bowen Foundation 524 West 57th St New York, New York 10112 Phone : 212-975-2545 Email : Sandra.Rice@nbcuni.com Sandra Rice	N	0
9	Employee Referral	N	3
10	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
11	FPC Job Services 617 North Elm St Greensboro, North Carolina 27401 Phone : 336-478-4755 Email : FPCJobsInfo@gmail.com Bill Linton Prong 2 Start Date: 8/15/2014	Y	0
12	Guilford College Career Dev Center 5800 W Friendly Ave Greensboro, North Carolina 27410 Phone : 336-316-2000 Email : muellerac@guilford.edu Jen Ognasky	N	0
13	High Point University 833 Montilieu Ave High Point, North Carolina 27268 Phone : 800-345-6993 Email : Jobs@highpoint.edu Sara Adkins	N	0
14	High Point University Career Internship 833 Montilieu Ave High Point, North Carolina 27268 Phone : 336-841-9000 Email : sbrien@highpoint.edu Sue Brien	N	0

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15	Indeed.com 7501 N. Capital of Texas Hwy Building B Austin, Texas Phone : . Url : www.indeed.com Career Services Manual Posting	N	7
16	LinkedIn.com 2029 Stierlin Court Mountain View, California Career Services Manual Posting	N	5
17	Medialine PO Box 51909 Pacific Grove, California 93950 Phone : 706 364 7564 Email : medialine@medialine.com Fax : 1-831-648-5204 Mark Shilstone	N	0
18	NAHJ 1050 Connecticut Ave NW 10th Floor Washington, District of Columbia 20036 Phone : 202-662-7145 Corp Recruiter Manual Posting	N	0
19	NC Department of Commerce- Workforce Solutions 450 W. Hanes Mill Rd. Ste 101 Winston Salem, North Carolina 27105 Phone : 336-776-6770 Email : david.monteleone@nccommerce.com David Monteleone	N	0
20	NC Division of Workforce Solutions 5601 Executive Center Drive Charlotte, North Carolina 28212 Phone : 704-566-2870 Email : bill.dodgen@nccommerce.com Fax : 1-704-566-2857 Bill Dodgen Prong 2 Start Date: 10/23/2014	Y	0

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21	NC Employment Security Commission 700 Wade Avenue Raleigh, North Carolina 27605 Phone : 919-707-1150 Email : jon.sunderman@ncesc.gov Jon Sunderman	N	0
22	Non-Employee Referral	N	3
23	North Carolina Association of Broadcasters PO Box 627 Raleigh, North Carolina 27601 Phone : 919-821-7300 Url : http://associationdatabase.com/aws/NCAB/pt/sp/jobs Amy VanArkel Manual Posting	N	0
24	Previous Employee	N	1
25	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
26	Salem College 601 S Church St Winston-Salem, North Carolina 27101 Phone : 336-721-2600 Email : bawden@salem.edu Katie Bawden	N	0
27	Spots N Dots 1635 Old Hwy 41NW Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-864-2620 Url : http://www.spotsndots.com/sectional.asp?id=39814 Spots Dots Manual Posting	N	4
28	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0

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29	TVJobs.com Broadcast Employment Services PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com/ Career Services Manual Posting	N	3
30	University of North Carolina-Chapel Hill UNC School of Journalism and Mass Communication Carroll Hall, CB 3365 Chapel Hill, North Carolina 27599 Phone : 919-962-2211 Email : jeubank@email.unc.edu Jay Eubank	N	1
31	University of North Carolina-Charlotte 9201 University City Blvd Charlotte, North Carolina Url : https://www.myinterfase.com/uncc/employer/ Career Services Manual Posting	N	0
32	University of North Carolina-Greensboro UNCG Career Services PO Box 26170 Greensboro, North Carolina 27402 Phone : 336-334-5000 Email : ajabbruz@uncg.edu Tony Abbruzzi	N	0
33	Women's Resource Center 628 Summit Ave Greensboro, North Carolina 27405 Phone : 336.275.6090 Url : www.womenscentergso.org Email : lucy@womenscentergso.org Lucy Wellmaker	N	0
34	YMCA 301 N Main St Winston-Salem, North Carolina 27101 Phone : (336) 722-5022 Email : d.clowers@ymcanwnc.org Dottie Sangallo	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			55

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/5/2015	Participation in events or programs sponsored by educational institutions	Executive Producer visited Elon University to watch Elon Local News, spoke to class of students and talked about HTV opportunities.	1	Executive Producer
2	11/23/2015	Participation in events or programs sponsored by educational institutions	Executive Producer visited Penn State University Journalism School to speak with students about positions in broadcasting. Also used the event as a recruiting initiative for open positions.	1	Executive Producer
3	1/21/2016	Participation in events or programs sponsored by educational institutions	Executive Producer visited Kent State University Journalism School to inform students of positions in broadcast at WXII. Also used the event as a recruiting initiative for open positions.	1	Executive Producer
4	1/27/2016	Provision of training to management	HR Generalist visited station and trained hiring managers on effective and proper recruiting methods utilizing the new applicant tracking tool. Also trained on topics regarding EEO and diversity.	4	General Sales Manager News Director Creative Services Director HR Generalist
5	1/28/2016	Participation in Job Fairs	Director of Veteran Recruiting, Local Sales Manager, and HR Generalist attended the RecruitMilitary job fair to recruit for open positions at WXII-TV.	3	Local Sales Manager Director of Veteran Recruitment HR Generalist
6	5/1/2016	Establishment of an intern program designed to assist members of the community	Hosting 4 interns in the news department Summer 2016 from various schools.	2	Assistant News Director News Director
7	7/25/2016	Participation in scholarship programs	WXII is hosting an Emma Bowen Foundation Intern, a scholarship sponsored by the National Association of Broadcasters Foundation. The intern will work with the News department to learn various positions in the newsroom.	2	News Director Assistant News Director